



# GENDER PAY GAP REPORT

April 2021



# Introduction – Gender Pay Gap April 2021



2021, like 2020, was yet another challenging year as we continued to be impacted by the COVID-19 pandemic. Government guidelines required all of our retail sites to be closed for the majority of this period, these closures significantly impacted the amount of colleagues working and therefore represented in this report.

On our data snapshot date, 5<sup>th</sup> April 2021, 94% of our workforce were either fully furloughed or flexi furloughed, meaning only 151 of our 2544 colleagues were working full time to ensure the business was ready and safe for when all our colleagues were able to return to work full time.

In July 2020, Buzz Bingo launched a property focused Company Voluntary Arrangement (CVA) resulting in a restructured retail estate, the loss of 26 clubs and 518 Colleagues. This decision was not taken lightly and any redundancies are always regrettable however this decisive action along with the subsequent business refinancing has placed the business into a strong and secure position enabling us to take full advantage of business recovery post pandemic.

Buzz Bingo remains committed to the principals of equality in all areas and levels our business, we are proud to employ diverse and committed colleagues across our business and will continue to take all opportunities to improve our gender pay position.

As confidence grows around future trading potential, we are refocussing our attention to more usual areas, growth, customers, our teams and developing the business.

We continue to be committed to our people, who are at the heart of what we do. Our values continue to remain strong as we support our 'Remarkable People' through difficult times.



**Chris Matthews**  
Chief Executive Officer  
Buzz Group Limited

# Gender Pay Gap – Hourly Rates & Bonus Payments



Each year we are required to report the difference paid to males and females in the organisation that shows the average pay for the workforce.

The calculation for the hourly rates for the snapshot date required are slightly different for the second year due to the pandemic and National Lockdowns. At the snapshot date we were in our 3<sup>rd</sup> lockdown which caused the closing of our retail side of the business which in turn meant we had 94% of our Colleagues on either flexible furlough or fully furloughed. For Colleagues who were in receipt of furlough pay they were below the 100% usual pay so have been excluded for the hourly rate calculation causing the differences in the figures for the second year.

Whilst we still have a higher proportion of females overall, the high number of males in our most senior positions have impacts the overall gender pay gap for the second year who remained working during Lockdown to support the digital side of the business and overall running of the business ready for re-opening.

## Hourly pay gap

Difference in **Mean** hourly rate of pay (The increase is caused by the impact of the Pandemic for the 2<sup>nd</sup> year) **40.48%**

Difference in **Median** hourly rate of pay (The decrease is caused by the impact of the Pandemic for the 2<sup>nd</sup> year) **18%**



## Bonus pay gap

Bonus received **73.36%**



Bonus received **86.91%**



**Mean 86.87%**

**Median 18.51%**

The bonus payments is made to a majority of our colleagues through our incentive scheme which we introduced three years ago and continues to ensure the gap remains minimal between male and females in receipt of a bonus payment. For the fourth year we can see a decrease in the Median figure due to the new bonus scheme in place.

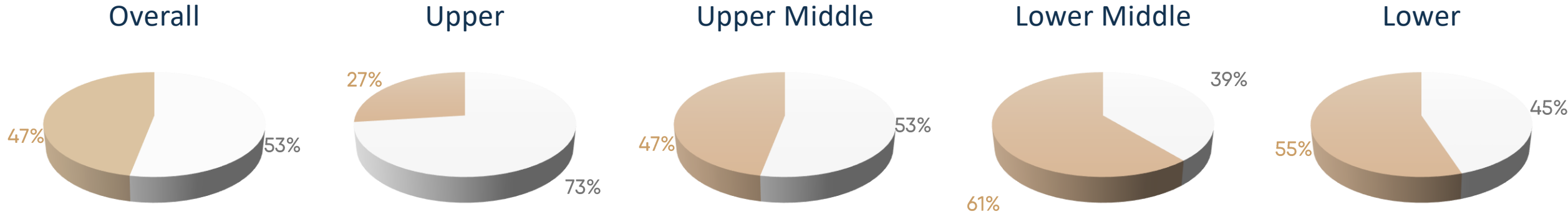
# Gender Pay Gap – Pay Quartiles



As at April 2021, only 6% (151) of our colleagues were working full time and classed as Full Pay Relevant Employees. The overall proportion of male colleagues working was 53% and female 47%, these were included in the calculations for the pay quartiles below and the remaining 94% of colleagues were on furlough leave and in receipt of less than 100% pay therefore, have been excluded from the calculations.

There is a higher proportion of male colleagues in senior position roles within the business and a higher proportion of females in part-time roles which are reflected in the upper and lower quartiles as shown.

Pay Quartiles	Male	Number of Male employees	Female	Number of Female employees
Upper	73%	27	27%	10
Upper Middle	53%	20	47%	18
Lower Middle	39%	15	61%	23
Lower	45%	17	55%	21



# Apprenticeships

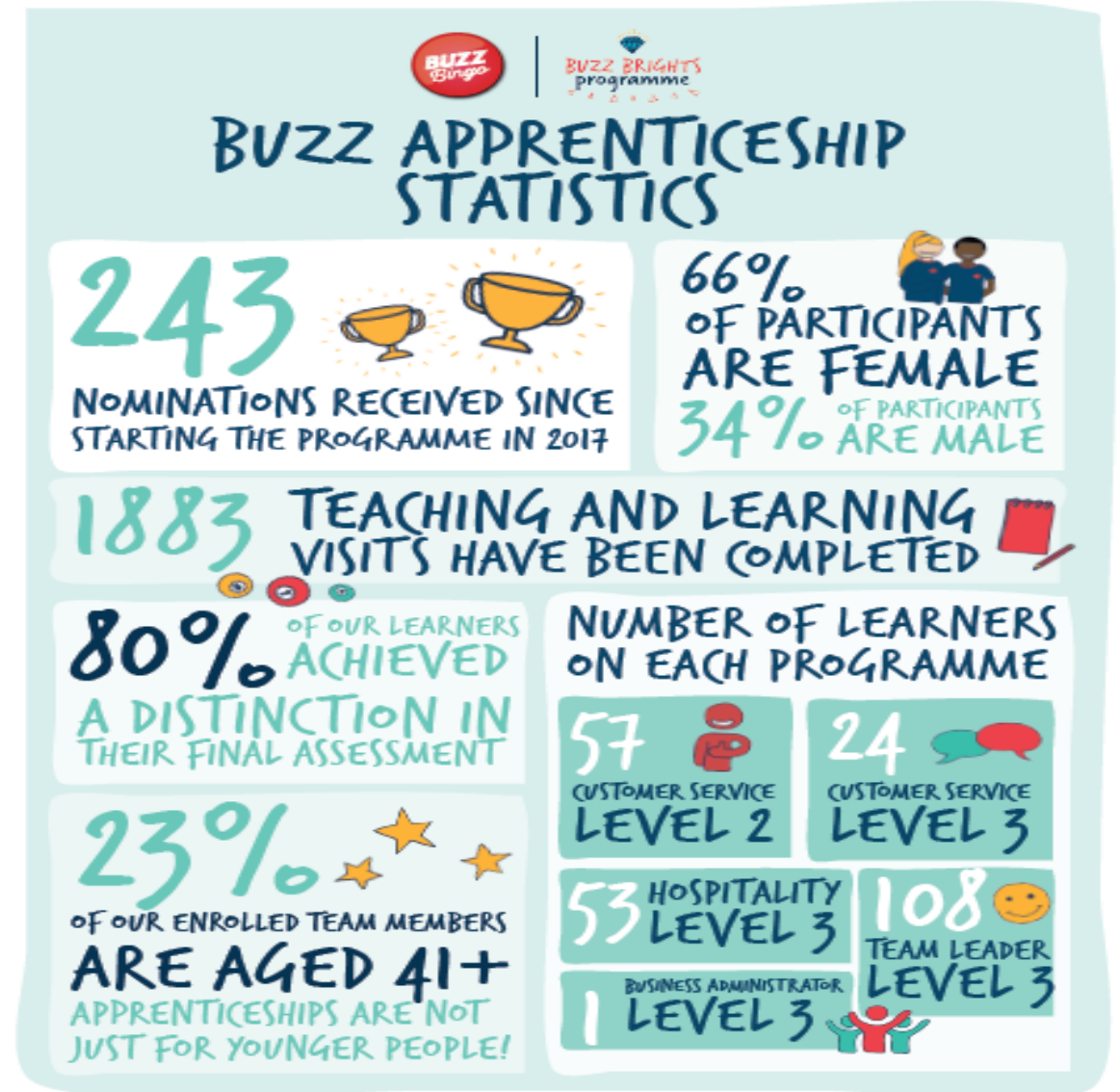


We are committed to improve on our Apprenticeship programme but due to the pandemic, ways of working and furlough our numbers have reduced over the past year but to date we have had some fantastic results as illustrated since our programme started May 2017.

We look to increase our apprenticeship programme over the next 12 months and see an increase in colleagues taking up this great opportunity to gain a qualification in their chosen area. We are launching a page on Zingo (our internal communications App) dedicated to 'Buzz Brights' which is the name for our Apprenticeship Programme, the page will have direct links to Lifetime, Avado (our Apprenticeship Providers) to nominate direct and will have lots of support guides and videos to support Colleagues in finding out about the programme, what's right for them and we look forward to Celebrating their successes with them!

## Current Apprenticeships

Apprenticeship	Male	Female	Total
Customer Service (Management) L3	1	0	1
Customer Service (Non-Management) L3	0	1	1
Customer Service Practitioner Level 2 (Mylife) Standard	3	3	6
Customer Service Practitioner Level 2 (Mylife) Standard V2	2	2	4
Scottish Customer Service Level 2	0	1	1
Scottish Customer Service Level 2 SVQ Only	1	0	1
Team Leader L2	1	1	2
<b>Totals</b>	<b>8</b>	<b>8</b>	<b>16</b>



Remarkable  
People 

